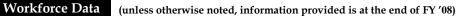
Department of <u>Cultural Affairs</u> Facts - FY '08

http://www.culturalaffairs.org/

General Information

Address: New Historical Building 600 East Locust

Des Moines, IA 50319-0290



FT EEs: 75 # PT EEs: 5 # Temporary EEs: 32 Average Length of Service: 13.23

Span of Control: 8.44 % Performance Evaluations Completed: 72% Total Unemployment Insurance Claims: 5

Employee Age Groups			Supervisor Age Groups			oups_	<u>Females</u>		<u>Males</u>		
<25	0	45-54	29	<25	0	45-54	3	# of Females:	44	# of Males:	31
25-34	7	55-64	27	25-34	0	55-64	4	% of WF:	58.67%	% of WF:	41.33%
35-44	8	65+	4	35-44	1	65+	1	Average Age:	50.57	Average Age:	52.68
Employ	ee Avera	ge Age:	51.44	Supervis	or Ave	rage Age:	54.73	Average Length	of Service: 11.90	Average Length	of Service: 15.11

Minorities		Breakout of Mino	<u>rities</u>	Non-minorities		
# of Minorities: 2		# of African-American:	1	# of Non-minorities:	66	
% of Workforce: 2.67%		# of Asian:	0	% of Workforce:	88.00%	
Average Age:	51.11	# of American Indian:	0	Average Age:	51.46	
Average Length of Service:	1.72	# of Hispanic or Latino:	1	Average Length of Service:	13.84	

Persons With Disabili	<u>ties</u>	Persons With Non-Disabilities			
# of Persons With Disabilities:	2	# of Persons With Non-Disabilitie	s: 68		
% of Workforce:	2.67%	% of Workforce:	90.67%		
Average Age:	59.93	Average Age:	51.34		
Average Length of Service:	22.28	Average Length of Service:	12.93		

Officials/Administrators	Professionals	Technicians	Protective Service: Sworn
EEO Category 1: 7	EEO Category 2: 51	EEO Category 3: 5	EEO Category 4: 0
Protect. Serv.: Non-Sworn	Administrative Services	Skilled Craft	Service/Maintenance
EEO Category 5: 0	EEO Category 6: 6	EEO Category 7: 0	EEO Category 8: 6
Separation Rate: 4.44%	Hire Rate: 10.37%	Number Hires: 6	Transfer In: 1
Retirements: 0	All Terminations: 0	Voluntary Quits: 2	Transfer Out: 1

# of Classes Used: 30	Most Populous Classes: Historical Program Spec (24), Info Specialist 2 (4), 5 classes with 3 incumbent each				
Separations - By Class:	Historical Program Specialist (1), Ware	Phouse Operations Worker (1)			
# Eligible for Retirement:	25 in next 5 years	% Eligible: 33.33%			

Leave and Benefits (unless otherwise noted, information provided is at the end of FY '08)

Vacation Payouts: \$3,432.72	Sick Leave Payouts:	Annual Payroll: \$4,335,716.17	Avg. Base Salary: \$53,574	Overtime Days Worked: 56.9
Overtime Cost: \$11,033.94	Reassignment Pay:	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$3,984.00	Vacation Pay - Earned Value: \$314,541.96	Vacation Days Earned: 1,515.6	Vacation Used Expense: \$292,019.52	Vacation Days Taken: 1,373.8
Workers' Comp Days Used: 68	Sick Leave Days Earned: 1,273.6	Reg. Sick Leave Used Expense: \$116,719.99	Reg. Sick Leave Days Used: 580.2	Converted Sick Leave To Vacation Days Used: 231.5
	Sick Leave -Earned Value: \$243,373.62		Avg. Sick Leave Days Per EE: 7.74	Converted Sick Leave To Vacation Used Expense: \$49,397.12
Injury Leave Used Expense: \$655.35	Injury Leave Days Used: 3.7	Classification Appeals:	Reclassifications Up (Filled): 6 Up (Vacant): 0	Grievances Contract Grievances: 0 Disciplinary: 0
Funeral Leave Used Expense: \$3,678.48	Funeral Days Used: 22.5	Extraordinary Pay: \$0	Down (Filled): 0 Down (Vacant): 0 Lateral (Filled): 0	Language: 0 Non-Contract Grievances: 0 Disciplinary: 0
Jury Leave Used Expense: \$63.73	Jury Leave Days Used: 0.4	Special Duty Pay: \$0	Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$47,788.00	Language: 0 Arbitrations: 0

^{*} based on difference between average of old and new pay grade FY '08. Vacancies and laterals were not calculated into the "cost."

Affirmative Action (Remedial Underutilization [RUU] and Remedial Hiring Goals)

Ī	Females: Current Year (FY '09) RUU:	N/A	Minorities: Current Year (FY '09) RUU:	N/A	PWD: Year (FY '09) RUU:	5
	Current Year (FY '09) Goal:	N/A	Current Year (FY '09) Goal:	N/A	Current Year (FY '09) Goal:	1
	Goal Achievement (FY '08): 1	No, -1/5	Goal Achievement (FY '08): N	o, 0/3	Goal Achievement (FY '08): No	0, 0/5

Sources: AS400 Queries; "Just the Facts for FY08" Almanac; Department of Management; DAS-HRE Labor Relations Team and DAS-HRE Personnel Officers.

Date of Completion: February 5, 2009

